

SUCCESS ACADEMY

ONE-TIME PERFORMANCE-BASED COMPENSATION PLAN

Narrative: SUCCESS Academy is an Early College High School with campuses in Cedar City and St. George with a student population of 357 student projected for the 2008-09 school year. We are a Math/Science Charter High School in partnership with Iron County School District, Washington County School District, Southern Utah University and Dixie State College. We currently serve 9-12 grade students in Iron County and 10-12 grade students in Washington County.

Currently, we have a variety of performance measures in place with which we measure student achievement, individually and as groups, school-wide progress, teacher progress and growth, and school climate. To measure the above indicators of success we use the following tools:

PSAT—measures group and individual student growth from year to year. This test is administered to 9th, 10th and 11th grade students.

UBSCT—measures individual student knowledge.

CRTs—measures student knowledge of core curriculum concepts

DWA—writing assessment given to 9th grade students

ACT—national test given to all Iron County 9th grade students as a university entrance requirement and to most Iron and Washington 11th grade students.

CPT—test given to all Washington County 10th grade students as a college entrance requirement.

Grades—grades are tracked as a indication of student progress.

Concurrent Enrollment Hours—college/university credit hours earned by students during the year.

Graduation Rates—percentage of graduates per year.

Associate Degree Rates—percentage of Associate Degrees given per year.

Employee Evaluations—a standardized employee evaluation is used to evaluate the ongoing performance of employees.

Parent/Student/Employee Evaluations—we use a formalized evaluation tool--*Indicators of School Quality* by the Center for the School of the Future, Utah State University to assess school quality and climate.

As a school, we track and use our data to improve our curriculum, programs and school climate. Our profile data is evaluated quarterly as a school team and shared with our community council and our Board of Trustees. This profile data drives our efforts towards school improvement and reform.

Performance Plan: Our Performance Plan is also driven by performance indicators and even though this Performance-Based Compensation program is for one year only, our school performance plan will be ongoing and an integral part of our school improvement process.

A. Employee Stipends—All full-time employees will be eligible for the stipend based on meeting the requirements and goals of the compensation plan.

B. Benchmarks for Academic Progress—We have selected as a school-wide goal, student performance on the PSAT. We will purchase the PSAT and administer to all students in grades 9th through 11th. Our school-wide goal is to show student growth in critical reading, writing skills and mathematics from one grade level to the next. This test is given in the fall, thus, 9th grade scores serve as a benchmark. The Compensation Plan goal will be for 10th and 11th grade scores to show academic growth as an overall grade level average increase of 10 percentile in the selection index percentile over the previous year.

C. Measures of Instructional Quality—To qualify for the Compensation Plan stipend, employees will need to have satisfactory employee evaluations on the formal evaluation tool developed by Iron County School District and adopted by SUCCESS Academy.

D. Measures of Student/Parent Satisfaction—Overall, student and parent satisfaction with SUCCESS Academy is high. However, as a school, we would like to improve our ranking in two areas: hallway supervision and innovative instruction. We are currently ranked as *typical* in both of these areas, but will work to improve that ranking to *superior*.

E. Budget—Based on a student population of 357 students at \$36.33 per student, the possible compensation for our school would be \$12,969.81. Upon successfully meeting our school-wide goals as outlined above, our eight full-time employees would receive \$1621.

Contact Information:

Vickie S. Wilson
SUCCESS Academy
351 W University Blvd SC304
Cedar City, Utah 84720
435-865-8790
435-865-8795 (fax)
email: vickie.wilson@iron.k12.ut.us